GOVERNMENT OF INDIA
COMMUNICATIONS AND INFORMATION TECHNOLOGY
LOK SABHA

STARRED QUESTION NO:148
ANSWERED ON:24.07.2002
EXTRA DEPARTMENTAL POSTAL EMPLOYEES
RASA SINGH RAWAT

Will the Minister of COMMUNICATIONS AND INFORMATION TECHNOLOGY be pleased to state:

(a) the total number of extra departmental employees at present and the details of the facilities provided to them;

(b) whether the Government have received any representations from these extra departmental postal employees for making improvements in the service conditions;

(c) if so, the details thereof;

(d) whether the Government have implemented the recommendations of the Talwar Committee Report;

(e) if so, the details of the recommendations implemented so far;

(f) the steps taken to implement the remaining recommendations; and

(g) if not, the reaons therefor?

Answer

THE MINISTER OF PARLIAMENTARY AFFAIRS AND COMMUNICATIONS & INFORMATION TECHNOLOGY (SHRI PR MAHAJAN)

(a) to (g): A Statement is laid on the Table of the House.

STATEMENT TO BE LAID ON THE TABLE OF LOK SABHA IN RESPECT OF PARTS (a) TO (g) OF LOK SABHA STAI QUESTION NO. 148 FOR 24TH JULY, 2002 REGARDING EXTRA DEPARTMENTAL POSTAL EMPLOYEES.

On 31.3.2001, there were 3,10,269 extra departmental (ED) employees (now called Gramin Dak Sevaks) in the Department. Details of the facilities provided to them are given in Annexure I.

Representations are received from the Gramin Dak Sevaks from time to time seeking improvements in their employment conditions, specially by implementing all positive recommendations of the Justice Talwar Committee (JTC), constituted to examine the system of extra departmental agency in the Department of Posts, their conditions of employment, wage structure etc. Recommendations of the JTC were examined and orders issued on 17.12.98 in full and final settlement of the recommendations of JTC, and all related pending issues. This resulted in 69 % enhancement in the benefits given to Gramin Dak Sevaks. The details of recommendations implemented are given in Annexure II.

Demands relating to change in nomenclature and grant of pension were also part of the charter of demands submitted by the Postal Federations in November 2000. Of these, the demand for change in nomenclature of Extra Departmental Agents was implemented by designating them as Gramin Dak Sevaks (GDS). As regards the demand for pension, no Government sponsored Social Security Scheme was found feasible specially when provision for payment of Severance Amount as a post-employment benefit already exists.

The recommendations of Justice Talwar Committee which have not been implemented included those for banning the opening of post offices in the GDS category at least for the next ten years, banning further creation of GDS posts, total freeze on filling up posts and abolishing all vacant GDS posts, reducing the upper age limit to 60 years, enhancing the qualifications for recruitment etc. Since the orders issued on 17.12.98 were in full and final settlement of the JTC recommendations and other related issues there is no further scope for any action in this regard.

ANNEXURE-I Details of Facilities provided to Gramin Dak Sevaks as on date:

(i) Time Related Continuity Allowance (TRCA)

(ii) Dearness allowance: On the same pattern as applicable to regular departmental employees, on pro rata basis.

(iii) Ex-gratia gratuity of up to Rs. 18,000/-.

(iv) Paid leave at the rate of 10 days for every half year without the provision of carry forward or encashment.

(v) Severance amount of Rs. 20,000/- or Rs. 30,000/- depending on period of employment, on discharge from employment at the age of 65 years or on death or on absorption against a departmental post.

(vi) Office maintenance allowance of Rs.50/- per month to Gramin Dak Sevak BPMs/SPMs

(vii) Delivery/Conveyance Allowance @ Rs. 75/- per month is admissible to the GDS BPMs/SPMs who are entrusted the additiona work of conveyance of mails or delivery work.

(viii) Cycle Allowance @ Rs. 30/- per month (subject to condition that distance covered is 10 Kms or more).

(ix) Fixed Stationery Charges is paid to GDS BPMs/SPMs @ Rs.5/-per month and @ Rs.2/-per month to GDS Mail Deliverers.

(x) Combined duty Allowance @ Rs.50/- per month is paid to such GDS Mail Deliverers who performs the work of GDS BPM ir addition to their normal duties.

(xi) The GDS BPMs who convey cash to the account office are also paid Rs.10/- plus actual bus fare as cash remittance allowance.

(xii) The GDS SPMs/BPMs are paid Rs.20/- per month as retainership allowance for PCO and Paise 40 for each inward and out ward telegram transmitted on phone.

(xiii) Bonus is also paid to the GDSs on the pattern of regular central government employees on pro rata basis.

(xiv) The GDSsare covered under the Group Insurance Scheme 1992 and are eligible for Rs.10000/- as insurance cover. In addition, the element of Savings fund is also available under the scheme.

(xv) Financial assistance from Welfare Fund: An amount of Rs.7000/- is paid to the dependent of GDSs who die in employment.

(xvi) An amount of Rs.50,000/- is paid from Central Welfare Fund to the GDSs who are killed in attack by dacoits/robbers due to terrorist violence/riots while on Government duty.

(xvii) Funeral Expenses: An amount of Rs.250/- is also paid from Welfare Fund on death of GDS while on duty and there are no relatives or friends available for voluntarily bearing the funeral expenses.

(xviii) Flood Advance: An amount of Rs.200/- is admissible to the GDS as Flood advance.

(xix) Financial Assistance in illness (TB): GDSs suffering from TB are paid financial assistance @ Rs.200/- p.m. for nutritious diet and @ Rs.100/- after their discharge from hospital/in case of OPD treatment.

(xx) Compassionate Appointment: There is provision of compassionate appointment to one of the family members of the GDSs who die in harness leaving the family behind in indigent circumstances

ANNEXURE-II

RECOMMENDATIONS OF THE JUSTICE TALWAR COMMITTEE, WHICH HAVE BEEN IMPLEMENTED

(i) Increasing the allowance of Gramin Dak Sevaks by a factor of 3.5 for a period from 1.1.96 to 28.2.98.

(ii) Introducing the concept of time related continuity allowance (TRCA) in respect of Gramin Dak Sevaks in lieu of monthly allowance related to only work load.

(iii) Increasing the amount of ex-gratia gratuity admissible to Gramin Dak Sevak from Rs. 6,000/- to Rs. 18,000/-.

(iv) Introducing the concept of paid leave for Gramin Dak Sevaks @ 10 days for every half year without the provision of carry forward or encashment.

(v) Doubling office maintenance allowance admissible to Gramin Dak Sevaks SPMs and BPMs from Rs. 25/- to Rs. 50/- per month.

(vi) Providing for lump sum severance amount of Rs. 20,000/- or Rs. 30,000/- depending on period of employment, to Gramin Dak Sevak as post employment benefit on discharge from employment at the age of 65 years or on death of the Gramin Dak Sevaks or on absorption against departmental post.

In addition, the recommendation for change in nomenclature of ED Agents to Gramin Dak Sevaks was also approved and the extant rules called Department of Posts ED Agents (Conduct & Service) Rules, 1964 were replaced by amended rules called the Department of Posts Gramin Dak Sevaks (Conduct & Employment) Rules, 2001, which came into force w.e.f. 24.4.2001.